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BCTGM *News*

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Ohio Voters

STRIKE BACK!



the PRESIDENT'S MESSAGE

IN OHIO AND AROUND THE NATION WORKERS DECLARE: "ENOUGH IS ENOUGH!"

As union members, we and our families enjoy a better quality of life and standard of living than most working people who do not have the benefit of union membership and a collective bargaining agreement. For this, we are grateful, particularly during difficult economic times. But, we know as well that these benefits did not come about and cannot be maintained without great struggle.

At no other time in our history have union members, and all working people, faced more difficult challenges than we do today. Employers in every industry, regardless of their bottom line, are always out to cut the number of union workers they employ and lower the wage and benefit standards of those who remain.

In BCTGM industries, employers keep moving production out of our union shops to plants in Mexico or non-union facilities in the United States and Canada. They are constantly trying to subcontract out our work and bring non-union workers into our bakeries, factories and mills. Cheap labor is what they are after.

More and more, employers are taking reckless hard line stances in negotiations and if they don't get everything they want, however unreasonable, they threaten to lock us out. Today, unlike at any other time in my memory, employers are showing utter contempt for the legitimacy of the collective bargaining process and a callous disregard for the men and women who work for them.

It is discouraging to watch the Republicans in Congress do everything in their power to promote this devastating economic race to the bottom by attacking unions, undermining collective bargaining and organizing rights and catering only to the corporate titans and the ultra-rich in our country.

Never before have so many politicians been so willing to sacrifice the greater good of the citizenry in order to help millionaires and billionaires become even richer. They are perfectly content to have hard-pressed middle class families pay higher taxes just so the richest one percent won't have their taxes increased, even by a modest amount. This is shameful!

The fallout is a middle class that has been battered for a decade, constantly struggling to make ends meet and a wealthy one percent that has never had it so good.

Despite this onslaught against working families and organized labor, there are encouraging signs that the tide is turning. Recent events confirm that there is still a lot of fight in working people as we defend our rights and protect our standard of living and that of our children and grandchildren. Rather than shrinking under the pressure of this relentless assault, working people are standing tall and fighting back against bullying corporate executives and phony patriot politicians who are in their pockets.

Working people are telling the powers that be in this country that it's time to stop blaming workers for the failures of Wall Street and Washington. Enough is enough!

We see this fight in the remarkable solidarity and determination of our members at Crystal Sugar who have been locked out for more than four months. They have demanded that the politicians they helped put in office stand with them and use the power of their office to challenge this highly profitable company and its executives who give themselves outrageous bonuses and salary increases while our people are on the streets and out of work.

"This is a make-or-break moment for the middle class... At stake is whether this will be a country where working people can earn enough to raise a family, build a modest savings, own a home, and secure their retirement."

President Barack Obama, December 6, 2011

We see this fight in cities across the country where the Occupy Wall Street movement has brought new vigor and a fresh voice to the battle for economic and social justice in America.

We saw this fight most vividly in the historic victory in Ohio on Election Day 2011 with the defeat of SB 5/Issue 2, the subject of the cover of this issue of the BCTGM News.

I was in Ohio and saw firsthand the unique bond that was built between working people across all racial, ethnic and economic lines—union and non-union together, government and private sector together, young and old together. Together, as one powerful force the people of Ohio rose up and struck down an unjust law aimed at destroying the very livelihoods of middle class families.

Together, as one powerful force, working people took to the ballot box to repudiate an arrogant, spiteful governor who thought the interests of the wealthiest Ohioans were more important than the well being of working people who are the heart and soul of a great state and a proud nation.

So, we enter the holiday season and look to the promise of a new year encouraged and inspired by those who are willing to join together with their fellow workers in order to secure a better, more prosperous future for all of our citizens and not just the fortunate few. This resurgence provides new hope for working families and the middle class and in turn for our country.

I want to take this opportunity to wish everyone in the BCTGM family happy holidays and a healthy New Year!

Frank Hurt

BCTGM International President



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BCTGM Plays Pivotal Role in Historic OHIO LABOR VICTORY

On November 8, Ohio voters resoundingly overturned the anti-worker agenda pushed by Governor John Kasich (R) and the right-wing state legislature. An extraordinary grassroots effort led by the labor movement resulted in the defeat of Issue 2/ Senate Bill 5 by a remarkable 61–39 margin.

Senate Bill 5, rammed through the legislature earlier in the year, would have eliminated the collective bargaining rights of some 350,000 public employees including teachers, nurses, police officers and fire fighters, jeopardized the public safety of Ohioans and dealt another blow to middle class families.

BCTGM International staff, local union officers and members across the state were a key part of the labor team that was so effective in defeating Issue 2. Because of the importance of the campaign to the entire labor movement, BCTGM International President Frank Hurt assigned two International staff members, Vice President Mike Konesko and International Representative John Price, to work full-time as campaign coordinators.

“I am extremely proud of the pivotal role that the BCTGM played in this historic victory for organized labor and working families. Our local unions and members across the state responded forcefully when called upon to gather signatures, phone bank, handbill, go door-to-door and do whatever was necessary to get the job done,” Hurt explained.

AFL-CIO President Richard Trumka, who joined working families in phone banking and canvassing said Issue 2’s defeat, “is a major victory for working families in Ohio and across the country.”

“Ohio’s working people successfully fought back against lies pushed by shadowy multinational corporations and their anonymous front groups that attempted to scapegoat public service employees and everyone they serve by assaulting collective bargaining rights,” said Trumka.

After the Ohio legislature pushed through the law in late March—



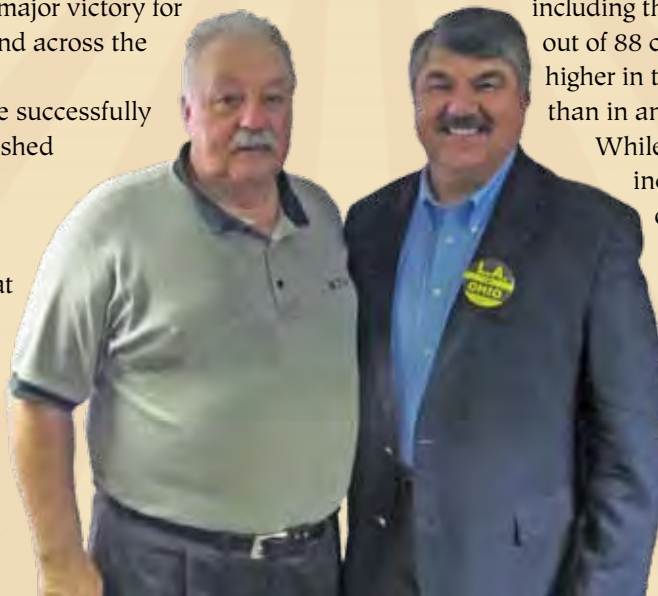
ignoring an outpouring of public opposition, including demonstrations that brought thousands to the State Capitol in Columbus—Ohio’s working families began a massive mobilization to repeal the law.

BCTGM members throughout Ohio were among those who helped collect more than 1.3 million signatures to put the SB5 repeal on the ballot. With polls showing growing support for repeal and a rapidly shrinking approval rating, Kasich even offered a so-called compromise in August. But working families rejected the deal and continued to fight for full repeal.

As the election drew near, unions and community groups knocked on doors, made phone calls and distributed literature around the state. In the weekend before the election alone, volunteers knocked on more than 450,000 doors.

In the end, more Ohioans cast votes against Governor Kasich’s top initiative than they did for Governor Kasich a year earlier. It was a blow away election, with workers winning 61.3% of the vote, including the majority of the vote in 82 out of 88 counties. Participation was higher in this off-year general election than in any other in the history of Ohio.

While union members were incredibly supportive, with an overwhelming 86% showing their solidarity against SB5, 57% of independent voters stood with them. An even stronger message to the Governor is that 30% of Republicans voted against Issue 2. Indeed, 26% of those who voted for Kasich just a year ago voted no on Issue 2.





Workers in Rome, Ga. Celebrate New Contract

In early November, BCTGM Local 25 (Chattanooga, Tenn.) members at the Kellogg Company's Rome, Ga. facility overwhelmingly ratified a new three year contract. This is the third contract for the workers at this plant, which was organized by the local in 2005.

The new agreement, which expires in 2014, includes healthy wage increases, an employee match of 401K, maintenance of all health benefits, and important contract language improvements.

According to lead negotiator, International Representative James Condran, members were most concerned about an increase to the cost of health insurance.

"We really listened to what our members had to say and what they really wanted was to avoid an increase in the cost of their insurance. That was our primary goal at the bargaining table," said Condran. That goal was achieved and over the course of the contract there will be no increase in the cost of health insurance.

"This is a win-win situation," said Condran, noting that Kellogg is doing very well financially and could afford to reward the hard-working employees who help make the company a success.

Preparations for the negotiations began months before and included meetings with the union membership, the selection of the bargaining committee, a thorough evaluation of the company's finances and

performance, and a review of recent contract settlements. "Our members deserve our very best effort, and that is what we gave them," said Condran.

The bargaining committee was made up of Condran, Local 25 Financial Secretary/Business Agent David Woods, Business Agent Jeff Webb, President Angela Ferguson and Local 25 members Burbee Heard, Greg Johnson, Linda Brown and Stephen Campbell.

At the ratification meeting, many members expressed their gratification for all that the union has helped them gain since they first voted to join the BCTGM.

but were unsuccessful until 2005. It was one of the union's most successful and largest organizing campaigns.



"We really listened to what our members had to say and what they really wanted was to avoid an increase in the cost of their insurance. That was our primary goal at the bargaining table."

—James Condran, BCTGM International Representative

According to Condran, over the life of three BCTGM contracts, members have not had a health insurance increase and their wages will have increased a total of 24 percent since 2005. And, most important to many of the Kellogg workers, they have a voice on the job and the protection of a union contract.

The Rome facility, formerly known as Mondo Bakery, was acquired by Kellogg Company when it merged with Keebler in 2000. The 584 workers at the plant had tried to organize with the BCTGM on several occasions,

International Executive Vice President **Joseph Thibodeau Retires**

BCTGM International Executive Vice President Joseph Thibodeau will retire at the end of the year, ending his 48 year career with the union.

“Joe personifies what a true labor leader is,” notes BCTGM International President Frank Hurt. “He remains one of the most dedicated and giving union leaders this organization has ever had. He has spent his life working hard to make sure American workers have the benefit of a fair days wage, a healthy workplace and the dignity that comes with a union contract.

“Members of this union can be proud to have had Joe fight hard on their behalf for generations. He will be greatly missed by every member of this union—but his contributions will never be forgotten,” concludes Hurt.

Thibodeau’s mother worked the night shift at Cushman’s Bakery in Portland, Maine for many years after his father died at a young age and she had to go to work to provide for her three small sons. When Thibodeau went to work at that same bakery in 1957, it was still non-union. He decided that the Cushman bakery workers needed the protection of a union and in 1963, Thibodeau organized the company, creating Local 166 of the American Bakery and Confectionery Workers (ABC), the AFL-CIO-affiliate bakery union.

He was elected financial secretary and business agent of the local in 1964 and was re-elected the following year. In 1966, he joined the ABC’s International staff as an organizer and in 1967 was made an International Representative. Thibodeau remained on staff after the ABC and B&C reunited in 1969.

In 1972, he was appointed to assist the International Representative in charge of auditing the union’s U.S. locals. When the International Representative he was working with was elected



International Vice President, Thibodeau took over as International Representative and auditor.

In February 1994, Thibodeau was elected as International Vice President, Region I. He was elected to fill the post of International Executive Vice President by the union’s General Executive Board in May 1998. Thibodeau was re-elected as International Executive Vice President at the 2002, 2006 and 2010 International Constitutional Conventions.

Thibodeau is retiring to his home in Searsmont, Maine with his wife of 42 years, Helen. He plans to spend his retirement enjoying his family, which includes three grown children and five grandchildren.

When asked what it has been like working in the labor movement for 48 years, Thibodeau shrugs his shoulders and says with a smile, “It has been great.”



NLRB Rule Change Improves Workers' Rights



On December 1, the National Labor Relations Board (NLRB) voted to approve a resolution that would update the current union election process and enhance workers ability to choose to join a union.

Under the current system, management is given too many opportunities to delay union elections and, in turn, unduly influence workers to vote against unionization. It is not uncommon for union elections to be delayed not only for months at a time, but in many cases, years at a time. Labor leaders have stood by the motto that “justice delayed is justice denied.” During these delays, employers often threaten or fire union supporters, hold one-on-one meetings denouncing the union, and keep suspected union supporters under surveillance. All of these actions are illegal under the National Labor Relations Act.

According to BCTGM International President Frank Hurt, the new measures are long overdue. “Reducing an employer’s ability to delay union elections through unnecessary litigation is a good first step. While these rule changes do not deal with illegal employer actions during organizing drives, having elections in a timely manner at least eliminates one of many roadblocks workers face when trying to unionize,” said Hurt.

Many employers attempt to delay union elections by disputing the size or the make-up of the bargaining unit, disputing whether the Union has received a sufficient number of signed cards to prompt a union election,

and even disputing whether the workers have the right to vote to unionize. Even when the Board rules against Employer’s pre-election challenges, employers often just appeal the decision, leading to further delays.

The changes are designed to abolish the pre-election delays so that union elections take place in a timely manner and any disputes are dealt with *after* the election.

The Chairman’s resolution does six things:

- Limits pre-election hearings.
- Limits the filing of briefings after pre-election hearings.
- Reduces unnecessary litigation by consolidating the appeals procedure into a single-post election procedure.

- Eliminates the practice of delaying an election for a pre-election appeal.
- Requests for special permission to appeal would be limited.
- Appeals procedure would be simplified and eliminate litigation of non-serious issues.

Initially, the Board was looking to commence a comprehensive package of reforms aimed at modernizing and streamlining the entire election process. However, due to continued attacks from Republicans in Congress, and the possibility that the Board will lose a member (thus losing quorum) at the end of the year, the Chairman decided to propose a scaled-back final rule.

Endless Congressional Attacks on the NLRB Don’t Create Jobs

Rightwing politicians in Congress have wasted taxpayer dollars by launching a full-scale attack on the National Labor Relations Board (NLRB) and the National Labor Relations Act (NLRA), the only means Americans have to protect themselves when their rights are violated on the job. In 2011 alone, the anti-worker legislators have attacked the NLRB and NLRA nearly 50 times. They’ve introduced 24 bills and amendments; approved one continuing resolution; held eight hearings; and tied up the agency with eight threatening letters, four official requests for documents, and one subpoena. Corporate-backed lawmakers have a clear endgame—to eliminate the rights and protections that ensure the 99 percent a fair shake in the workplace.

Defunding the NLRB:	8
Attacking Workers’ Rights to Free and Fair Elections:	10
Inundating the NLRB with Nuisance Requests:	18
Undermining the NLRB’s Enforcement Authority:	13
Jobs Created by These Actions:	0

BCTGM Joins Nurses Union in Call for Tax on Wall Street

On November 3, BCTGM International Officers and staff joined members of the National Nurses United (NNU) in Washington D.C.'s LaFayette Park to call on President Obama and members of Congress to pass a financial transaction tax (FTT).

The National Nurses United has been at the forefront of the push for a financial transaction tax, marching on Wall Street and holding actions around the country in the home districts of members of Congress, and even following President Obama to France for a meeting of the G20 summit.

The greed of large banks and Wall Street firms have wrecked our economy, wiping out pensions, throwing the U.S. into a recession, costing millions of jobs, and squandering American productivity. Yet no one on Wall Street has paid the price for this wrongdoing. In fact, they remain some of the most profitable businesses in America, handing out hundreds of millions of dollars in executive bonuses. And they pay some of the lowest tax rates in the country.

A Financial Transaction Tax of 0.5% (one half of one percent) on Wall Street trading could generate billions in revenue to help America's ailing economy, stimulate



Pictured here outside the White House, left to right, is BCTGM Intl. Secy.-Treas./Dir. of Org. David B. Durkee, Intl. Exec. Vice Pres. Joseph Thibodeau, Dir. of Research Ray Scannell, Asst. Dir. of Research Matthew Clark and Asst. to the Intl. Pres. Harry Kaiser.



A NNU member at the Washington D.C. rally.



Chanting, "Tax Wall Street, Not Main Street" is Intl. Exec. Vice Pres. Joseph Thibodeau and Social Media Dir. Michelle Hurt.

job growth, re-fund essential services, and discourage the reckless, high-volume/short-term profit computer-driven Wall Street gambling that led to our current economic crisis. It could raise more than \$350 billion annually, enough

to close the funding gaps in every U.S. state now facing deep cuts, with billions left to invest in job creation each year.

FTT rallies have been held by the NNU in San Francisco, Los Angeles and New York City. Pictured here are scenes from the November 3 rally in Washington D.C.

Calling on Wall Street to pay its fair share is Asst. Dir. of Research Matthew Clark.

Enjoy A BCTGM-MADE HOLIDAY SEASON

Delight your friends and loved ones with holiday treats made by hard-working BCTGM members! Listed here is a sampling of the BCTGM-contracted companies that produce seasonal specialties.

Annabelle Candy Company

*BCTGM Local 125
(San Leandro, Calif.)*

Holiday seasonal specialties and bag candy including union-made candies like Rocky Road, Abba Zaba, Look, Big Hunk and U-No.

Brown & Haley

BCTGM Local 9 (Seattle)

Holiday gift boxes, baskets, tins and packages filled with the company's renowned Almond Roca, Cashew Roca, Mocha Roca, Sugar Free Almond Roca and Candy Cane Roca.

Concord Confections, Inc.

BCTGM Local 264 (Toronto, Ontario)

Double Bubble Bubble gum and gumballs in festive packages.

Dare Foods Limited

BCTGM Local 264 (Toronto, Ontario)

A variety of gums, jellies, hard candy and gift tubs including festive bags with "To/From" gift tags. Products include "Icy & Spicy" Mints, "Snowdrift" Mints, a range of festive colored Ju Jubes and Dare's Scotch Mints.

Frankford Candy & Chocolate

BCTGM Local 6 (Philadelphia)

Holiday candy toys, gift baskets, tins boxes and packs filled with gums, jellies, hard candy, molded filled, hollow and solid chocolate under the Frankford name.

Ghirardelli Chocolate Company

BCTGM Local 125 (San Leandro, Calif.)

Holiday chocolate gift baskets, tins, boxes and packs filled with Ghirardelli brand chocolate.

Hershey Foods Corp.

BCTGM Local 464 (Hershey, Pa.)

Festive packaging for union-made Hershey's Kisses, Hershey's Milk Chocolate Bars, and Hershey's Milk Chocolate with Almond Bars.

Jelly Belly Candy Company

BCTGM Local 125 (San Leandro, Calif.)

Holiday gift boxes, tins, packs; Christmas tree taffy, gums, jellies and other seasonal novelties under the Jelly Belly brand

Just Born, Inc.

BCTGM Local 6 (Philadelphia)

Holiday Marshmallow Peeps in tree and snowman designs.



New England Confectionery Company (NECCO)

BCTGM Local 348 (Framingham, Mass.)

Holiday tins and bags filled with BCTGM-made treats including: NECCO Wafers, Clark Bar, Sky Bar, Candy Cupboard Chocolates, Masterpiece Chocolates, Wrapped Foil Mints, Mary Jane Bags, Peanut Butter Kisses, Haviland Thin Mints, Chocolate Covered Peanuts, Raisins and Bridge Mix, Chocolate Peanut Clusters, Chocolate Nonpareils, Mighty Malts Malted Milk Balls, and more.

Nestlé Chocolate

BCTGM Local 1 (Chicago) and

Local 342 (Bloomington, Ill.)

Holiday hard candy, molded solid chocolate, tins and festive packages filled with Nestle Treasurers, Laffy Taffy, Flips Pretzels, Kathryn Beich specialty candy, Baby Ruth, Butterfinger, BB's and Pearson's Nips.

See's Candies

BCTGM Local 125 (San Leandro, Calif.)
Holiday tins, baskets, boxes with hard, soft and nut chocolate candies, peppermint twists, fudge and foil chocolate.

Pearson's Candy Company

BCTGM Local 22 (Twin Cities, Minn.)

Holiday tins, bagged and chocolate mints including The Nut Goodie Bar, Salted Nut Roll, Pearson's Mint Patties, and Flurries.

Sconza Candy Company

BCTGM Local 125 (San Leandro, Calif.)

Red, White & Green Chocolate Jordanettes, Christmas Bell Jellies and Rings, Reindeer Corn, Red, White & Green Boston Baked Beans, Sprinkled Christmas Tree Pretzels.

Tootsie Roll Industries, Inc.

BCTGM Local 1 (Chicago)

Tootsie Roll brand candies.

Linette Quality Chocolates (Ralcorp)

Local 6 (Philadelphia), Womelsdorf, Pa. plant

Linette brand: Creamy Peanut Butter Cups, Mini Creamy Peanut Butter Cups, Creamy Caramel Cups, Mini Creamy Caramel Cups, Dark Chocolate Mint Cups, Carmel Nut Clusters, Chocolate Covered Raisins, Chocolate Covered Cashews, and Seasonal Chocolates.

BCTGM-made Goods

Enhance Holiday Feasts



- ▷ Betty Crocker cake and cookie mixes
- ▷ Pillsbury fresh and frozen dough products
- ▷ Mrs. Smith pies
- ▷ Sara Lee pies
- ▷ Mothers Kitchen cheese cakes, pies
- ▷ Entenmann's cakes, donuts, desserts
- ▷ Jon Donaire desserts
- ▷ Nabisco crackers, cookies
- ▷ Keebler crackers, cookies
- ▷ Hostess fruitcakes
- ▷ Rold Gold pretzels
- ▷ Mike Sells potato Chips
- ▷ Dorito's
- ▷ Happy's Potato Chips

Farley & Sathers
Local 36 (Davenport, Iowa)
Creston, Iowa plant
Trolli brand

Boyer Candies

Local 19 (Cleveland)

Altoona, PA plant

Boyer brand: Mallo cups, peanut butter cups, triple twist pretzels

3rd Region Council Meets



▲ On October 28-30, 2011 the BCTGM 3rd Region held its annual conference in Indianapolis. In addition to hearing reports from each union shop represented, the 106 delegates to the conference contributed \$4,200 to BCTGM-PAC—a record amount for the annual meeting, according to Brad Schmidt, the Financial Secretary-Treasurer for the Council.



◀ BCTGM L. 1 Pres. Donald Woods (right) presents BCTGM Intl. Pres. Frank Hurt (left) with the BCTGM-PAC contribution from the 3rd Region delegates.

▲ BCTGM Intl. Exec. Vice President Joe Thibodeau (left) is presented with a handmade quilt by L. 280 Fin. Secy.-Bus. Agt. Dennis Howard (right). The quilt, a retirement gift presented to Thibodeau on behalf of the 3rd Region, was made by a local union member to commemorate Thibodeau's 48 years of dedication to the union.

2011 Biscuit, Candy, Snack and Pasta Council Meets



More than 50 delegates from 24 local unions met in San Antonio, Texas October 7–12 for the Biscuit, Candy, Snack and Pasta Council Convention. The group was addressed by International Executive Officers and local union representatives presented reports on each industry within the council. Delegates elected new officers to lead the council and set plans for the 2012 meeting.



OFL Convention: A CALL TO ARMS

Thousands of union delegates converged on the Sheraton Hotel in Toronto in late November for the Ontario Federation of Labour's (OFL) 11th Biennial convention.

OFL President Sid Ryan opened the convention with a rousing speech that highlighted three main areas of concern: the replacement of defined benefit pension plans with defined contribution plans; the conversion of good jobs into precarious ones; and the attack on the right to strike and free collective bargaining.

"The leaders of Canada are not on Bay Street; they are right here in this room. We make Canada work and we are standing on the shoulders of the workers who came before us. If the top one percent want to strip us of our jobs, our dignity and our rights, then they'll have a fight on their hands," said Ryan.

NPD MP France Gélinas spoke to the delegates and called on the OFL to launch a "scab watch" campaign to track the use of scabs in labour disputes. Gélinas said that, "the use of scabs allows employers to avoid the bargaining table and wear their workers down. Scabs divide communities apart and tear families apart. They need to be stopped."

One of the featured speakers at the convention was Canadian Labour Congress President Ken Georgetti.

Georgetti spoke about the importance of the Occupy movement and the support organized labour has given it.

"I appreciate the Ontario Federation of Labour's deep commitment to stand up for the principles behind the Occupy Wall Street and related Occupy actions in Ontario cities. Unions have been fighting the growing income inequality faced by most Canadians for years, fighting inequality the best way we know—by organizing workers, by using collective bargaining to win better wages and benefits and by taking political action," said Georgetti.

Georgetti also discussed the need to challenge right-wing politicians and their supporters. "We have to get our members prepared for a major fight against the goals of the new majority Conservative government. This is a time of grave concern for workers, because

Prime Minister Stephen Harper is no longer restrained by minority government status," he said.

Citing the Conservative government's intervention on the side of management at both Canada Post and Air Canada in June, Georgetti said, "Let's be blunt—we are getting an unmistakable warning from a right-wing government that doesn't like unions."

The need to stand up against the corporate agenda being promoted by both federal and provincial governments was a familiar theme throughout the convention and was prominent in many of the speeches before the delegates.

Current President Sid Ryan won another two-year term. The United Steelworkers' (USW) Nancy Hutchinson takes up the office of Secretary-Treasurer, and Irwin Nanda, of the Canadian Union of Postal Workers (CUPW), was elected as Executive Vice-President.

BCTGM Member Elected to OFL Executive Board



BCTGM Local 154G (London, Ontario) member Jason Deering was elected by delegates to the Ontario Federation of Labour (OFL) convention to serve as OFL Vice President for Small Affiliates. Deering will serve a two year term, representing 31 unions with a total of 60,000 members. This is the first time in BCTGM history that a BCTGM member has served on the OFL Executive Board. The OFL Convention took place November 21–25 in Toronto. Pictured here is Deering (left) with OFL President Sid Ryan.

NOTABLE QUOTES

"This is how people rise in America — they learn to work."

Newt Gingrich, Republican presidential candidate, in defense of his proposal to pay children to mop and clean their schools.

"We hope that the deaths of these two young men send a profound and unmistakable message throughout the grain industry that loss of life can and must be prevented."

David Michaels, Assistant Secretary of Labor for OSHA, after announcing the \$200,000 fine against Haasbach LLC, in Mount Carroll, Ill. for making two underage workers "walk down the corn" in a silo. The workers became engulfed in the corn and suffocated to death.

"The idea was you could retire with respect and dignity. But that whole idea has been slashed now, and I felt like, what is the point?"

Bob McLinn, a 63-year-old local union president, who left his job in the Wisconsin Department of Corrections earlier than he had planned after legislation passed by Wisconsin Governor Walker that strips public workers of their collective bargaining rights.

"This bill is just one part of a systematic effort to take away the rights of workers in America. It's about stealing from the American worker and not giving them a right to continue to bargain for the benefit of their families and their community."

U.S. Rep. George Miller (D-Calif.), the senior Democrat on the House Education and the Workforce Committee, on the Republican introduced, H.R. 3094, legislation that would dramatically weaken workers' right to a free and fair union representation election.

"This is an amount that will get companies to pay attention. It has to affect their bottom line, otherwise it doesn't mean anything."

J. Davitt McAteer, former federal mine-safety chief, on the \$209 million that Alpha Natural Resources has agreed to pay for the role of its subsidiary Massey Energy in the April 2010 mine explosion in West Virginia that killed 29 mine workers.

"This story needs to be told. I'm gonna put American Crystal Sugar on the national map."

Ed Schultz, host of MSN's The Ed Show, in his televised special report on his visit to Moorhead, Minn. to speak with locked out BCTGM members at American Crystal Sugar.



2012 Scholarships Reminder

2012 BCTGM International Scholarship Program

A total of ten \$1,000 one-time scholarship awards will be awarded by the BCTGM International in 2012. Details and applications are available now at your local union office, through the BCTGM International Scholarship Office (301-933-8600) or downloaded from www.bctgm.org. Application deadline: January 31, 2012.

2012 Union Plus Scholarship Program

Union Plus will present one-time scholarship awards ranging from \$500–\$4,000 in 2012. Details and applications are available now through the BCTGM International Scholarship Office or downloaded from the web at www.bctgm.org. Application deadline: January 31, 2012.

New Officers Train FOR THE FUTURE



The group of local union officers poses for a photo following the week-long educational training at the National Labor College in Silver Spring, Md.

Newly-elected local union officers from across the United States gathered at the National Labor College, in Silver Spring, Md. in late October for an intensive one week educational conference. The training, administered by the BCTGM International Research & Education Department, is designed as an introductory course for newly elected officers and covers a range of topics including labor history, collective bargaining, organizing, health and safety, and local union administration.

According to BCTGM International President Frank Hurt, the purpose of the training is to ensure that BCTGM local leaders represent their members to the best of their abilities. “We give them the tools to negotiate good contracts, organize new members and administer their local union; once they get back to their locals it is up to them to put it into action,” notes Hurt.

The daily seminars included workshops, presentations, and guest speakers. During the organizing session, participants broke out into groups and simulated mock organizing drives. Such simulated learning help prompt discussion about the need for reformed labor laws. During the session on workplace health and safety, there was much discussion on the importance of a strong Occupational Safety and Health Administration and increased fines for companies that routinely break safety laws.

Local union officers were encouraged to share their own situations with the group and learn from the experiences of others. This was especially important when it came to discussing organizing strategies for both past and future campaigns. The participants agreed that this information-sharing was an invaluable part of the overall experience.

Graduates of the October training were: Michael Siebieda, President Local 2T (Wheeling, W.Va.); Dan Severt, President Local 26 (Denver); Rich Henderson, Financial Secretary Local 316G (West Chicago, Ill.); James Luke, President Local 334 (Portland, Maine); Frederick Boltz, Business Agent Local 464 (Hershey, Pa.)

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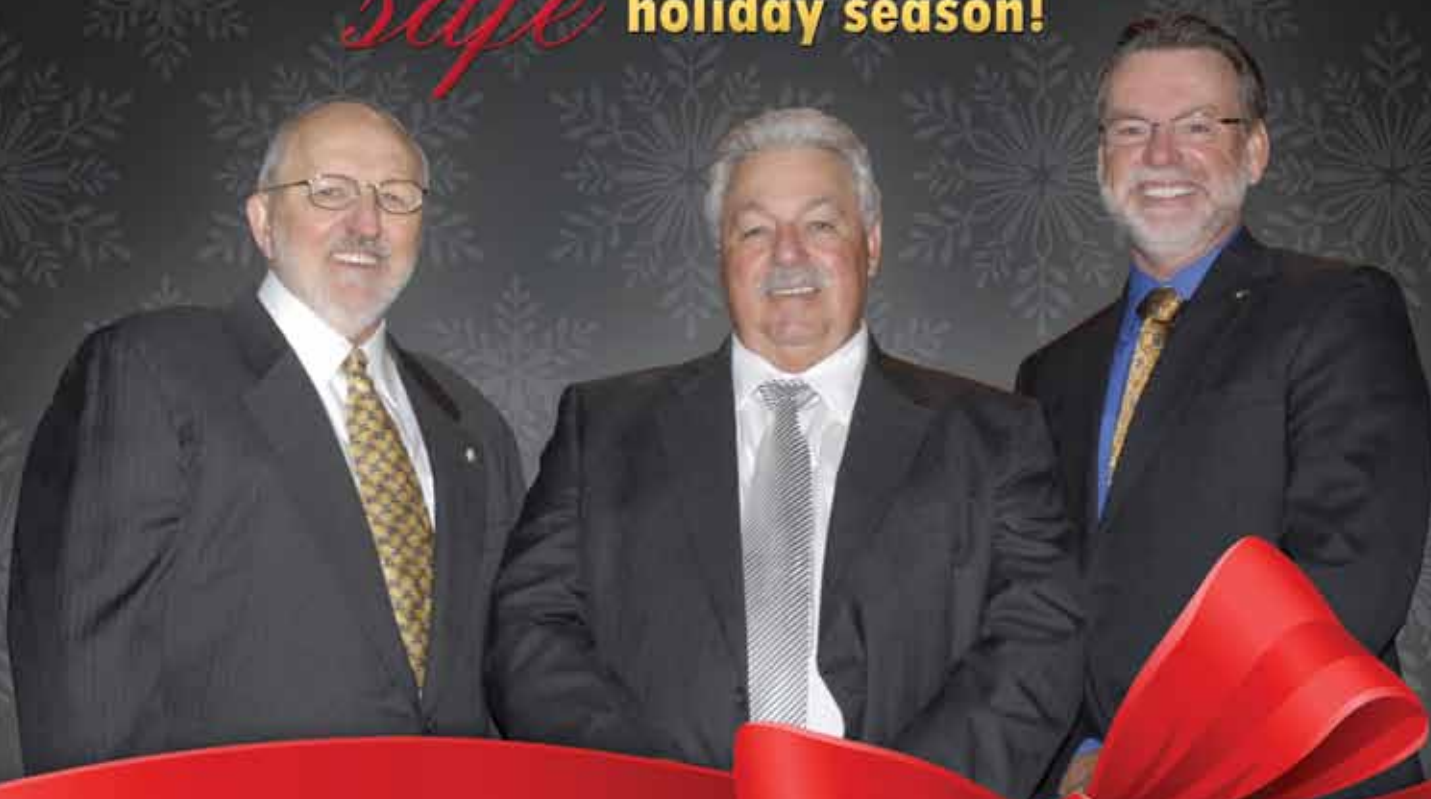
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We wish all our members a *happy* and
safe holiday season!



In Solidarity,

Joseph Thibodeau
Executive Vice President

Frank Hurt
International President

David B. Durkee
Secretary-Treasurer and
Director of Organization